

SPECIAL

IMPACT



THE VOICE OF THE SPECIAL CONSTABULARY

SUMMER 2019 | ISSUE 35



FOCUS ON NATIONAL SPECIALS WEEKEND
SEE INSIDE FOR MORE

WELCOME



lead for ESP across all strands of Citizens in Policing (CIP) and has brought some real energy and direction to the initiative.

This year I contacted all forces to strongly encourage them to take this opportunity to highlight the dedicated efforts of members of their respective Special Constabularies and make visible and concerted use of them. I wanted forces, where possible, to consider releasing those members of Police Staff who are also members of the Special Constabulary to perform SC duties that weekend through ESP (which is why we included Friday 31st as part of the weekend).

We continue to progress the SC Working Group which has now met for the second time. I am pleased to say that work streams have been agreed and allocated to support the National Strategy and I look forward to seeing what developments we have made in each area. The Taser survey has been conducted and I would like to take this opportunity to thank you for your participation, and Dr Ian Britton of the IPSCJ for all his work. It is important that you feel involved and are engaged with us as we move forward with this and the need for effective and accessible representation. It is entirely right for us to be ambitious in relation to the Special Constabulary and we are really encouraging development of an

The Specials Weekend celebrated the activity of our volunteer police officers and the outstanding contribution they make towards keeping our communities safe all year round, 24 hours a day, and was an opportunity for us to say a big thank you to these officers for everything they do. But, it was also an opportunity for us to say thank you to those organisations, big and small, local and national, that support us and in turn support their communities by enabling their staff to perform Special Constabulary duties as part of their paid role.

The theme for this year was to celebrate Employer Supported Policing (ESP) which in turn supports the refreshed guidelines which were launched on the 8th May 2019. ACC Slattery now has the national

integrated approach to ensure that Special Constabularies are not standalone entities, but very much integrated into the fabric of Forces as a core part of our work keeping the public safe.

Volunteering is hugely rewarding on so many levels. Those who contribute their time and skills, irrespective of their role are proud to be volunteers, and recognise and celebrate this title. Special Constables most often see themselves as police officers first and volunteers second. I am hugely grateful for the continued contribution of so many loyal and dedicated Special Constables who so generously give their time each week to support their local communities in keeping the public safe from harm.

DCC Richard Debicki
NPCC Lead for the National SC Strategy

THE VOLUNTEER LAW ENFORCEMENT OFFICER ALLIANCE (VLEOA) 2019 INTERNATIONAL TRAINING CONFERENCE IS TAKING PLACE IN FLORIDA THIS YEAR 9-12 OCTOBER. SEE FURTHER DETAILS AT WWW.POLICERESERVE.ORG/EVENTS

3,266 SPECIAL CONSTABLES COMPLETED 4,496 DUTIES ACROSS NATIONAL SPECIALS WEEKEND IN ENGLAND & WALES



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Gloucestershire Special Constabulary has a dedicated team policing the counties Strategic Road Network under the umbrella of Operation Indemnity; they have seen some excellent results in the first six months. The operation is directly linked to the PCC's priority of Safe & Social Driving and incorporates Neighbourhood Policing Timed Based Tasking. Operation Indemnity is 'A proactive policing project to deny criminals the use of the road and to reduce road deaths and serious injury'.



The team, consisting of a core of experienced and well-qualified officers, can work independently but more often works closely with partners both within and outside Gloucestershire Constabulary. These include the Fire Service, local Speed Watch groups, Councillors, schools, licensing authorities, Highways England and other agencies such as local garages and businesses.

With increasing pressures on the regular force, the team is able to organise and run operations and initiatives that would otherwise be difficult to resource, in support of Force, national campaigns, TisPol, Highways England and locally run Road

Safety campaigns.

The team operate mainly on and around the A417 and A419, both of which have high KSI rates and have been identified as favoured routes for criminals. It incorporates its own intelligence support and utilises ANPR to target travelling criminals and uninsured vehicles, support road safety campaigns and assist Neighbourhoods to tackle the "Fatal Four" causes of road deaths and injury. The team has a dedicated and fully equipped vehicle.

Other examples of the Team's Road Safety Operations and Initiatives are:

- Operation Benedick (Drivers' Eyesight Testing)
- Operation Shikar (In support of the winter drink/drug-drive campaign)
- Education at Schools
- "Wheeled Respect" Operations (speeding and seatbelt offences)
- Police supported Vehicle Enthusiasts Meeting (Gloucester)

IN THE FIRST SIX MONTHS SINCE INCEPTION THE OPERATIONAL RESULTS OF THE TEAM HAVE BEEN:

HOURS VOLUNTEERED: 1,510

DRIVERS GIVEN EDUCATION/WARNINGS/ADVICE: 301

POSITIVE BREATH TESTS: 3

NEGATIVE BREATH TESTS: 92

POSITIVE DRUGS WIPE: 4

NEGATIVE DRUGS WIPE: 6

VEHICLES SEIZED (SECTION 165 NO INSURANCE): 18

VEHICLES SEIZED (NO TAX): 19

TRAFFIC OFFENCE REPORTS: 35

VDRS: 8

HORT/1 FOR SUSPECTED INSURANCE OFFENCES (PENDING): 4

RTCS ATTENDED: 15 (1 FATAL)

DRIVERS ASSISTED (BREAKDOWNS): 41

DRIVERS ASSISTED (OTHER): 50

DRUGS SEIZURE: 3

S1 AMMUNITION AND OFFENSIVE WEAPON SEIZURE: 1

DEBRIS REMOVED FROM CARRIAGEWAY: 5

NEFPN (MOT): 1

STOLEN VEHICLE RECOVERED: 3

DRUGS SEIZURE: 1

SUDDEN DEATH: 1

SECTION 59 WARNING (ANTI-SOCIAL USE OF MOTOR VEHICLE): 1

Special Impact is supported by Graham Holmes, the Special Constabulary, practitioners and stakeholders. To submit an article or to join the e-subscription email: Tina.shelton@gmp.police.uk

FRONT PAGE: A GROUP OF SPECIAL CONSTABLES FROM THE NORTH WEST REGION



street disturbances, building entry and searching, dealing with violent persons, petrol bombs, working with vehicles, mounted officers and dog units.

They will now be deployed alongside regular full time officers to a range of events such as football matches, music festivals, protest marches and public disorder.

AVON & SOMERSET

Twelve Special Constables (6 from Wiltshire and 6 from Avon and Somerset) were public order trained on a course recently alongside their regular, full-time colleagues.

The training was a tough 4 day course covering tactics for protesters, violent



GREATER MANCHESTER POLICE

GMP Special Constabulary provided support for the Great Manchester Run and Half Marathon which took place in Manchester and Trafford on Sunday 19 May 2019.

The eleven Special Constables were out and about in the community both on foot and on cycles.



The son of a pensioner who almost died in a Sheffield street has thanked the South Yorkshire Police Special Constable who saved his Dad's life - calling him a 'hero'.

It was thanks to Matt's quick thinking, treatment at the scene and partnership work with members of the public, that they were able to save his life.

Special Constable Matt Elliott was off duty and travelling to his full time job at Kier Construction last month when he drove by two people crouched over a man who had collapsed in the street. Matt instantly turned his car around to go and help.

Matt recalls: "A man at the scene had already dialled 999; I told him and the woman, named Rachael Hindley, that I was an off duty officer and went to assess the man. The gentleman was really pale and unresponsive. I checked his airways and couldn't see any blockages but it was clear he'd stopped breathing."

The Sheffield based Special Constable asked a woman who worked nearby to bring the nearest defibrillator as he and Rachael shared chest compressions to avoid getting tired.

Matt administered one shock using the defibrillator machine before ambulance crews arrived. The crew then took over compressions and rushed the 87-year-old to hospital.



Matt continued: "As a Special Constable, you cover first aid in your 14 week basic training. You cannot underestimate what a vital skill it is to have. I can't tell you how pleased I am that the patient is now making such good progress."

The man's son, who would like to keep his anonymity, has since spoken to Matt to pass on his thanks - describing him as a hero: "My dad is 87 and it looked like he didn't have a chance. He is now out of a coma and talking to us all. All the medical staff are amazed at his progress and agree that the excellent work performed by the officer at the scene is the reason he is still here. My family and I were desperate to find out who the off duty officer was and thank him. The officer is an absolute hero to us."

Matt has been a volunteer Special Constable at South Yorkshire Police since December 2018. He volunteers between 40 and 80 hours a month, fitting his shifts around his full-time job.

ESSEX SPECIAL CONSTABLE RECOGNISED WITH A BRITISH EMPIRE MEDAL



One of Essex Police longest serving volunteer police officers has been recognised with a British Empire Medal in recognition of his contribution to policing.

Special Superintendent Howard Rayner went to County Hall in Chelmsford last Thursday to collect his BEM from the Lord Lieutenant, High Sheriff and Chairman of County Council and then took a trip up to Buckingham Palace to

attend a garden party with the Royal Family in recognition of his contribution to policing.

Howard was recognised with a British Empire Medal in The Queen's New Year's Honours list for his services to policing. Howard has volunteered his time as a Special Constable for more than 30 years and has been praised by Specials across the county who are proud to hear the news.

Business owner Howard has risen through the ranks in the Special Constabulary and is known for going above and beyond to help other Specials succeed in their roles. This year, Howard has volunteered more than 210 hours.

Special Superintendent Howard Rayner said: "After 35 years with Essex Police I have seen many changes within the force and I am sure there will be many more to come.

"To be honoured with this award has really made my time as a member of Essex Police Special Constabulary all worthwhile. I would like to thank all of those involved with my nomination."



CELEBRATING EMPLOYER SUPPORTED POLICING



NATIONAL SPECIALS WEEKEND 2019





We meet Caroline Powney a Special Constable from Cumbria Constabulary, who works for the Civil Service who give employee volunteering leave.

WHY DID YOU BECOME A SPECIAL CONSTABLE?

I have been a Special Constable for 13 years. I joined in order to develop new skills and increase my confidence, and to make a contribution to my local community. I've never wanted to join as a regular officer, as I enjoy my full-time role as a Civil Servant, and I like being able to compare and contrast the two.

With another Special Constable from GMP, I have founded a network of Specials across the Civil Service. We now



have around 60 Specials as members, and are working with the Home Office to see how we might look towards a more standardised offer for special leave, as well as promoting the Special Constabulary across departments. Exciting times!



WHAT DO YOU GET FROM BEING A SPECIAL CONSTABLE?

Being a Special has consistently exceeded my expectations, and I have found that I learn something from every shift. I feel that the experience I have gained as a Special Constable has helped in my career - particularly through

gaining transferable skills such as decision making; leadership and proactivity.

Recently, I've enjoyed meeting Specials from forces across the country through the Civil Service network and being able to share and discuss the different experiences we've had, as well as what opportunities there are to promote the Specials across Government.

HOW DO YOU FIT IN BEING A SPECIAL CONSTABLE WITH YOUR PAID WORK AND FAMILY/HOME COMMITMENTS?

I'm supported by my employer to take volunteering leave, so I can use this to undertake some shifts, such as for Appleby Fair during National Volunteers Week. And now my children are getting a bit older, it's easier to turn out at the weekend to experience a variety of duties.



Special Constables from across Government Departments and Agencies were out in force policing their local communities across National Specials weekend

Around the country, members of the Government Special Constabulary Network (SCGovNet) provided 200 hours of policing between the 25th May and 2nd June. Duties ranged from neighbourhood policing to response duties to Airport policing. Officers made five arrests, attended four road traffic collisions, dealt with multiple public order and domestic incidents and two took part in preparation events for the Presidential State visit. A few examples of what they did during the week:



"One incident we attended was a vehicle believed to have crashed in an industrial estate, possibly stolen. On arrival we found a damaged fence and tyre tracks leading down a grass bank. On further investigation we found the car had gone through the fence, down a 20m bank and was sideways in lane one of the motorway. Traffic colleagues turned up and started closing lane one. Driver and passengers were OK but hopefully the driver will not rely on his satnav as much in future." Martin Ainsworth, Inspector at the Environment Agency and Special Constable with Greater Manchester Police.

"This weekend I supported the rehearsals for Donald Trump's helicopters landing at the D Day event in Portsmouth, and then crewed with the Neighbourhood team in Winchester,

responding to a fight, three hours locating and returning a mother and baby who were missing from a local mental health unit (and pushing the pram back through the town!), an hour carrying a very intoxicated 18 year old female home and safeguarding her, and five hours dealing with a young woman in a mental health crisis, escorting her to hospital and dealing with offences she disclosed." Guy Drury, Houses of Parliament and Special Constable with Hampshire Constabulary.

"I worked on a response duty in Lambeth with a team of regular officers. This involved dealing with a domestic dispute, investigating a firearms incident (a bullet lodged in a window!), and I arrested someone for GBH and suspected possession of a Class A drug." Nicola Hamilton, Fast Streamer and Special Constable with the Metropolitan Police.

The Environment Agency promoted the role and the activities EA internal website in their #TeamEA slot. There was information on the home page and then full article on #TeamEA page.





Home Office

ESP
EMPLOYER SUPPORTED POLICING



Essex Police very much focused on this year's theme of Employer Supported Policing across National Specials Weekend. Essex currently have 20 businesses registered with on the Employer Supported Policing Scheme that benefit 35 Essex Specials who can perform more duties each year while on paid leave from their day jobs.

As champions of the Employer Supported Policing scheme, the Force offer their police staff who volunteer as Special Constables one ESP duty each month when the officer has completed the minimum requirement of 16 hours in the previous month. There are 44 police staff members who benefit from this scheme.

Both employees and employers benefit from this scheme as Specials are enabled to give more time to a role they love and employers benefit from the skills their staff can bring back to their day jobs.

SC Ashley Fletcher from Tendring benefits from Employer Supported Policing through EE. "At EE and BT we have a proud heritage of working closely with the emergency services - from handling Britain's 999 calls to building the new 4G voice and data network (ESN). Through our interactions we see first-hand what an incredible job they do keeping us all safe. That's why supporting the emergency services is hugely important to our organisation.

"The National Employer Supported Policing Scheme is a great way of engaging employers and employees in assisting their local communities. In recognition of this, we were more than happy to update our volunteer policy to allow staff to take up to ten days of paid leave to undertake their volunteer duties and training as Special Constables."

Simon Frumkin, Managing Director, ESN

SC Brett Farthing and SC David Chappell benefit from Employer Supported Policing through Anglian Water.

"At Anglian Water we recognise the value to local communities and society of employees undertaking public duties outside of work. We welcome the opportunities these duties provide for employees' personal development and growth and believe there are benefits

to the business of the transferable skills which can be attained. We are extremely proud of all of our Anglian Water employees who volunteer their time which is something we actively encourage through our volunteer scheme."

On a personal note, offering our support to the police forces across our region is something that is very important to me and I hope our contribution makes a positive difference.

Steve Reddin, Head of Employee Relations, Anglian Water



SC Hayley Grant (pictured right) benefits from Employer Supported Policing through Southend-on-Sea Borough Council.

"We joined the Employer Supported Policing Scheme because are committed to work in partnership with Essex Police to tackle crime in the community. If our employees want to apply to volunteer as a special constable in Southend-on-Sea then we fully support them.

"Volunteer work and the skills developed through it benefits both employees and employers; this includes learning additional skills, enhancing leadership qualities, improving morale, physical health and work-life balance. Voluntary work, such as becoming a Special Constable, also helps the Council build relationships with the local community, improves how we are perceived and gives us greater understanding of some of the issues our residents are facing."

Alison Griffin, Chief Executive at Southend-on-Sea Borough Council



SC Chris Gliddon is Essex Police Staff, and SC Perry Woolner works for Waves Utilities, and both were able to give their time over #SpecialsWeekend19 through the Employer Supported Policing Scheme



METROPOLITAN POLICE SERVICE PROMOTE ESP AT THE HOME OFFICE



The Metropolitan Police Service were at the Home Office promoting ESP across National Specials Weekend, when the Permanent Secretary, Sir Philip Rutnam, for the Home Office, came to have a chat and the team managed to get him to work on promoting ESP!

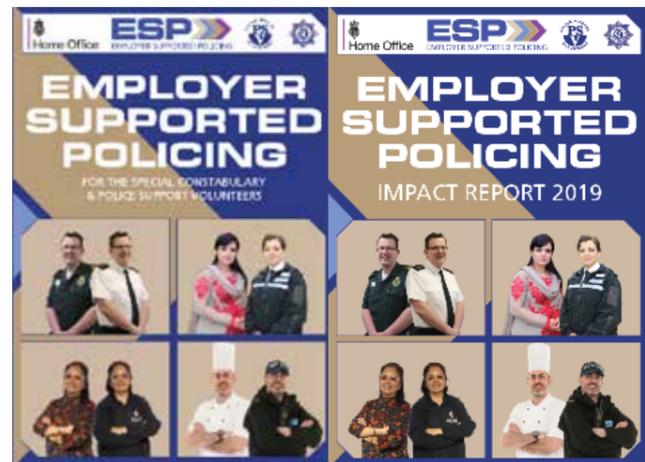
CUMBRIA VISIT SELLAFIELD LIMITED

Cumbria's Citizens in Policing team attended Sellafield across Specials Weekend to promote the role of the Special Constable. Sellafield are

partners of the Employer Supported Policing scheme offering 10 days per year additional leave for Special Constables to volunteer.



NATIONAL ESP TOOLKIT & IMPACT REPORT 2019



You can find the ESP Impact Report 2019, and the Executive Summary on the Institute for Public Safety, Crime and Justice publication pages www.ipscj.org/our-work/publications/

The ESP Toolkit and Complete Guidance can be located on the Document Library within the ESP Managers Module on DutySheet and also on the Citizens in Policing Website in the resource library.

NORTH WEST REGION SUPPORT ESP ACROSS SPECIALS WEEKEND

To recognise ESP Employers that support North West Special Constables, 18 ESP partners were given a Certificate of Appreciation to recognise their support and show that they are valued.

With the ESP theme still in mind, a film clip was created with a GMP Special Constable from Trafford Council and a Council Spokesperson: This can be viewed on the below You Tube link: youtube.com/embed/uEmWrrlYVx0



EE/BT had their annual internal conference and expo at Birmingham NEC, bringing together over 9,000 senior managers and frontline staff. The Emergency Services Network (ESN) team used this opportunity to brief staff on BT's generous volunteering policy of up to 10 days paid leave for emergency services-related roles. The company already has an extensive network of volunteers across the UK and the event enticed over 50 more to register their interest in potentially volunteering for Police, Fire and First Responder roles.

BT Group chairman, Jan du Plessis, took time out to visit the ESN stand and offer special thanks for the great service the volunteers give.





Home Office

ESP EMPLOYER SUPPORTED POLICING



CASE STUDY



NAME:
Tom Rowe

VOLUNTEER ROLE:
SPECIAL CONSTABLE

Tom works for British Airways as cabin crew and in his spare time is a Special Constable with West Mercia Police.

How has the Special Constabulary benefitted you?

My role as a Special Constable within the Special Constabulary has benefitted me hugely as it continues to challenge me and take me out of my comfort zone.

The knowledge and skills I have gained through my role have enabled me to safely assess for potential dangers, risks and threats, with the confidence to protect both myself and others.

While I personally enjoy developing myself and learning new things, I feel a great sense of pride in serving my community as a Special Constable.

Through this role, I have had the opportunity to meet many new and interesting people and have made some great friends as a result.

What transferable skills do you have that the Special Constabulary has given you?

Being a Special Constable has given me a whole host of transferable skills including the confidence to deal with particularly challenging situations, how to manage conflict and how to communicate effectively.

The ability to be assertive and to think quickly and logically under pressure, coupled with the ability to adapt to different situations and people are all critical skills I am continually building on in my role as a Special.

Does the fact that your employer gives you paid time off per year make you feel more valued and motivated?

My employer has been fantastic in supporting me in my role as a Special Constable, allowing me to take paid time off to complete any necessary training and to fulfil my duties in serving my local community. This ongoing support has really motivated me and made me feel more valued in my role as cabin crew.

The Special Constabulary is a great way for police forces to engage with businesses in the community, and in my case, my employer gets to benefit from all the additional skills and knowledge I have learned and can bring to my 'day job'.



LAUNCH OF THE EMPLOYER SUPPORTED POLICING SCHEME AT NEW SCOTLAND YARD

The Metropolitan Police Service has welcomed Lloyd's, the world's insurance and reinsurance market, as a new member of the Employer Supported Policing scheme in a bid to help make London a safer place to live, work and visit.

Lloyd's has pledged its support for their staff wishing to join the Met as Special Constables. They will grant their staff 'special paid' leave specifically to enable them to volunteer up to ten days a year. Additionally, they will support their staff with the initial Met training programme to enable their staff to become a Special Constable.

Commander Dave Musker, Frontline Policing said: "The Employer Supported Policing Scheme is a powerful partnership between, businesses and the Met. The scheme benefits employers, their staff and the police service by releasing Special Constables to volunteer in the communities they serve. This is something which directly contributes to making London safer and provides businesses with a unique opportunity to play their part. We are delighted to be working with a host of employers across London and thank them for their support; I welcome the positive commitment and contribution of Lloyd's by supporting the Employer Supported Policing Scheme. Their support will help to keep London safe and be an enriching and positive experience for both the individuals concerned and

Lloyds."

John Neal, Lloyd's Chief Executive Officer, said: "Lloyd's is committed to supporting our employees with the work they do in the community. We are therefore delighted to partner with the Met for this scheme. It offers Lloyd's employees the opportunity to gain new and valuable skills used both in the workplace and everyday life - such as resilience, leadership and managing difficult situations - and, at the same time, play a part in keeping London's streets safe."



Annette Andrews, HR Director of Lloyds receiving the ESP Certificate of Participation from Commander David Musker



A national Employer Supported Policing (ESP) event was hosted in May where 96 delegates from the majority of Forces attended. ACC Andy Slattery, NPCC CiP Regional Lead for the North West, and also the lead for the national ESP work stream opened the event.



This event launched the new National Employer Supported Toolkit, and introduced the ESP Impact Report 2019, which has been designed to inform forces of the outcomes of the ESP Innovation Project set up under the Home



ACC Andrew Slattery

Office transformation funding awarded in 2018. The report offers support, guidance and the evidence-base for Forces who are aiming to increase their ESP activity or who are already driving the agenda proactively in their local communities.



Jas Samra from the Metropolitan Police, and Les Hawkins from Essex Police presented on their role as dedicated Employer Supported Policing coordinators in their Forces, and also talked about the ESP Development Network group who have formed to share good practice and help drive ESP forward with a consistent approach across England and Wales.

“GREAT DAY LOTS TO DO - BUT WE’RE ALL FIRED UP AND GOING TO GO FOR IT!”

The audience also heard from Employer Supported Policing business partners, Trafford Council and Openreach. Openreach told the audience how ESP benefits them and how the partnership with policing has developed further, one example being the loan of an Openreach business consultant to Greater Manchester Police to support them with a large scale business case.



DutySheet, who sponsored the event, delivered a session on the ESP Managers Module, which is accessible for force ESP SPOC’s, and host The Document Library where the ESP Toolkit sits but also shows details Of all companies with a notes section that provides more detail on their support, contact details, or provides information on any negotiations underway which will help to avoid duplication of contact across the country.

“I FOUND THE EVENT VERY USEFUL. I’VE ALREADY LOOKED AT HOW OUR FORCE CAN PROGRESS ESP WITH ITS COMPANIES IN THE FORCE AREA”

The day ended with a short plenary session, in which attendees were engaged in identifying national priorities for the future of ESP, and also their own ‘take away’ from the conference event. As a result of the feedback an ESP National Strategy will be formulated with a delivery plan.



Bernie Auguste - Openreach



LATEST ORGANISATIONS TO PARTNER IN EMPLOYER SUPPORTED POLICING

AVON & SOMERSET PROMOTE EMPLOYER SUPPORTED POLICING



Avon & Somerset have a part-time dedicated Employer Supported Policing Coordinator, who with the recruitment team had a stand at Aviva's Bristol offices to promote employer supported policing and joining as a volunteer. Aviva offers its employees three additional days paid leave for all forms of community volunteering. The team collected 29 expressions of interest from employees interested in volunteering for the Police. Most of that interest was targeted at the Special Constabulary, but there was a significant proportion interested in being a Police Support Volunteer, including the Force's Volunteer Driver Scheme and three IT experts offering their IT skills to support policing.



Bristol West Labour MP Thangam Debonnaire went on a ride-along with Avon & Somerset Special Inspector Steve Jones to highlight the Employer Supported Policing theme set for National Specials Weekend. She said: "Last night (31 May) I had the honour to ride along with Special Inspector Steve Jones of to learn more about the work of

the police volunteers. Trained, skilled and utilised to help keep us safe. Thanks Steve!" Steve works as a Financial Advisor with HSBC who support their staff with employee volunteering leave.



The Force had a very successful Specials recruitment event at the MoD offices at Abbey Wood, Bristol, where some 8500 people work. The MoD gives a minimum of 10 additional paid days' leave per year to employees volunteering as Specials. The Defence Equipment & Support (DE&S) offers 18 days additional paid leave. They ended the day with 35 expressions of interest on the clipboard to join the Special Constabulary.




SC Simon Henwood works for MBDA, a defence equipment supplier, based on the British Aerospace campus at Filton, Bristol. Simon invited his work colleague, Mike Ormond, to participate in a ride-along scheme to mark

the ESP theme across Specials Weekend. Mike said; "I was impressed with many things whilst out on observation patrol, however I remain really surprised (but really impressed) that Special Constables give up their time to do this for free. I saw the real value that those extra hands and eyes make to a hard pressed system. In a world where the news wants to tell you how bad everyone is; that people give up their time to do this helps to reaffirm my faith in society as a whole."



DEVON & CORNWALL

The Force had a very successful Special Weekend 2019 with Special Constables out and about completing lots of good work and there were lots of thank yous for their hard work and contribution. In Devon and Cornwall Police Special Constables come from all walks of life - from care assistants to lawyers - giving their time to support their communities.



**DEVON & CORNWALL
CONSTABULARY**



ESSEX SPECIAL CONSTABLES

This Volunteers Week, 307 Essex Special Constables volunteered their time to help keep Essex safe.

The officers have volunteered 4,973 hours throughout Volunteers Week across the county alongside local policing teams. They've patrolled in their communities, carried out speed checks in areas of concern, responded to emergencies with local policing teams, they made and assisted with more than 85 arrests and they've patrolled town

centres during football matches. Colchester officers made sure everyone enjoyed the Craig David concert, with thousands of extra people in Colchester that day, and



Special Constables were there to make sure everyone was safe. The Special Constables searched for missing people, kept roads in Essex safe, as well as attending at Stansted Airport, helping with the presidential visit and the Southend officers were out and about in the community.



HERTFORDSHIRE CONSTABULARY

Ahead of this year's National Specials Weekend (May 31 - June 2), Hertfordshire Constabulary launched a new scheme to help create more opportunities for Special Constables.

The Constabulary has been chosen by the Institute for Public Safety, Crime and Justice (IPSCJ) to run the national pilot of the 'Career Pathways' scheme, following a successful pitch to a specialist panel in August 2017.

The scheme aims to develop more opportunities for career specials and further expand the integration between the regular service and the Special Constabulary.

Superintendent Julie Wheatley, who leads the Constabulary's Workforce Development department, said: "Joining Hertfordshire's Special Constabulary opens up a world of opportunity. We recognise that some applicants already have a definitive view of what they want their volunteer policing career to be, while others don't yet know what their preferred role is. In conjunction with the Police Transformation Fund, we want to offer the best career pathways for Special Constables and enable our volunteer officers the opportunity to work within specialist units."

Currently, volunteer officers are deployed in the following teams: Response, Safer Neighbourhood Team, Road Policing Unit, Operational Support Unit and the Warrants and Bail team.

The Career Pathways scheme will see this develop to further include deployments with:

- The rural team
- Op Scorpion (targeting those who commit burglaries, robberies, drug and vehicle-related crime)
- Case Investigation Team
- Recruitment
- Investigative support - including safeguarding, cyber, modern slavery and human trafficking and Major Crime Unit.

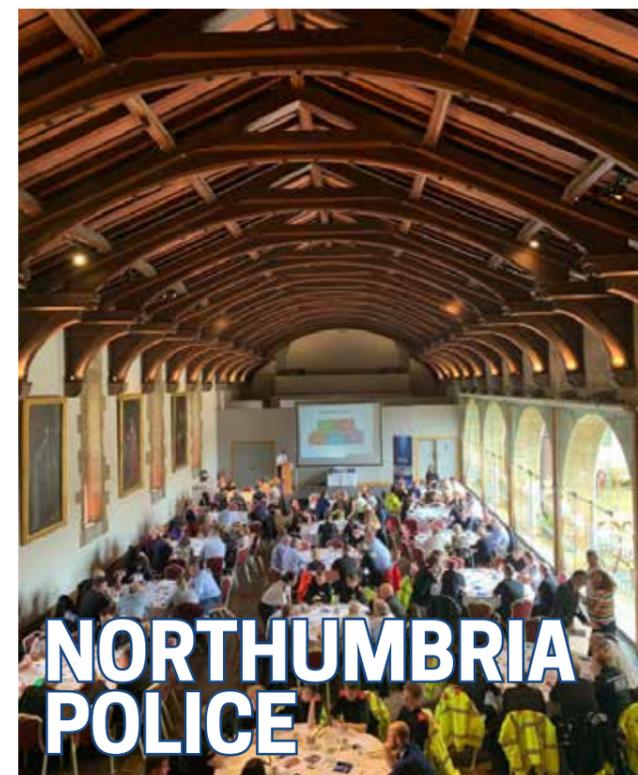
Dr Iain Britton, Senior Researcher at the IPSCJ said: "The Hertfordshire Career Pathways project is leading the way nationally in how Special Constables are supported throughout their volunteering careers, and also how the impact of Specials can be maximised through involving them in specialist roles and departments. Special Constables bring an amazing range of skills and experience to policing, and this project is such an exciting national pilot, helping to shine a light for police forces nationally to learn how to better realise their full potential."

To mark the launch, events were held at Police headquarters in Welwyn Garden City, attended by Chief Officers, representatives from the Special Constabulary, IPSCJ and the Office of the Police and Crime Commissioner.

Police and Crime Commissioner David Lloyd said: "Hertfordshire Constabulary benefits enormously from the vital skills and life experiences that Special Constables bring to our policing operation. This new scheme will not only be good for the force but offer exciting new developmental opportunities for our existing special constables and attract even more to join."

Chief Constable Charlie Hall said: "I am really pleased that Hertfordshire has been chosen to conduct a national pilot of the Career Pathways scheme. We're very fortunate to have such a dedicated team of Special Constables in Hertfordshire and this pilot aims to deliver more options for them going forward."

Special Constabulary Chief Officer Mark Kendrew said: "The role of a Special is a volunteer opportunity like no other. In Hertfordshire, our Specials' contributions are needed and valued by our regular colleagues and the local communities they serve. We turn ordinary people into extraordinary Special Constables by developing and rewarding them as they follow their chosen career pathways. Last year our Specials were inspired to volunteer for 71,000 hours, enabling them to be involved in something exciting and worthwhile, making a real difference in the local community."



On Saturday 8 June 2019, Northumbria Police's volunteers gathered for the annual Volunteers' Conference, this year held at Alwick Castle. Usually home to witches and wizards, on the day, guests were no less magic as the Force celebrated the fantastic contribution and incredible actions of its volunteers.



The great hall was filled with Police Cadets, Mini Police, Special Constables, and many Police Support Volunteers including Cyber Volunteers, Community Speed Watch and the Chaplaincy.

The volunteers became detectives for the day and had a crime scene to investigate as part of a table top exercise.

As part of the day and National Volunteers' Week, two awards were presented to volunteers who had made an exceptional contribution to Northumbria Police.

A Citizen in Policing award was awarded to volunteers who have demonstrated pride and dedication throughout their voluntary service and is an advocate for the services provided by policing.

Donna Peacock, Appropriate Adult Volunteer was nominated as the co-founder of the Appropriate Adult scheme. The scheme, which Donna has dedicated hours of her own time to, has been a success, helping to reduce the amount of time officers spend in custody and increasing the safeguarding principles of vulnerable adults in custody.

Emma Bell, Volunteer Police Cadet was nominated for her ongoing commitment and enthusiasm in her role as a cadet. As a senior Cadet she maintains the duty diary, generously gives up hours of her free time to support Cadet events, and uses her initiatives to create opportunities for the Cadets.

The second award is for the 'Inspirational Citizen award 2019. This award is for the person who is inspirational in their role and who has inspired fellow volunteers, staff, officers and the community through their voluntary work.

The overall winner for this award was Ryan Young, Special Constable. Ryan's excellent support and enthusiasm for his role recently saw him become the face of the Special Constable Recruitment campaign. Ryan was also commended for the work he does to support underrepresented groups via his LGBT work, and the influential role he has had in attracting applicants from the LGBT community.

A certificate of recognition of contribution was awarded to Jason Thompson in acknowledgement of the outstanding work he has produced while on placement with Northumbria Police. Jason has been exceptional over the past year and will be a big miss once his placement comes to an end.

Chief Superintendent Sarah Pitt said: "The feedback we've had so far about the Conference has been great. Obviously we had a fantastic venue and our Mini Police in particular got into the magic of things here.

"The conference is a great opportunity to show our volunteers how much they mean to us, and give them the chance to learn something more about Northumbria Police. We really did have a great day learning more about our three force priorities and the energy in the room was electric."





NORTH WEST REGION

The North West region had a busy National Specials Weekend, including the North West SC Development Day which was supported by No 1 Copperpot and the High Sheriffs Trust.

There were 56 officers that attended to receive a packed programme which included good practice presentations from each force, a presentation from West Midlands Police on their Central Motorway Patrol Specials, an input from ASCO and a workshop facilitated by Dr Iain Britton focusing on the National Specials Strategy.

Slido, an audience interaction tool, was used and provided live polls and insights into the day.

The region had 469 officers deployed across Specials Weekend undertaking 854 duties and they volunteered 4300 hours across the 3 days.

CUMBRIA



Cumbria celebrated the remarkable achievements of their Citizens in Policing at an awards ceremony of 3rd June.

Appleby Fair, an annual gathering of Gypsies and Travellers, occurred across Specials Weekend; therefore the majority of Special Constables were deployed to this event.

The Force focused on the theme of Employer Supported Policing, and the CiP team attended both Sellafield and BAE Systems who are ESP partners, and promoted volunteer opportunities at their sites.

CHESHIRE



Each Local Policing Unit had events on to showcase work of Specials in local communities, and Macclesfield Specials deployed to the Tatton Show across the weekend. There was a Volunteers Appreciation event held at their Force Headquarters in Volunteers Week.

GREATER MANCHESTER POLICE



GMP had a media plan in place, and case studies were tweeted and appeared on Facebook. Keeping with the ESP theme, a film clip was created with a SC from Trafford Council and Council Spokesperson and promoted on Social Media.

The Force presented Bronze, Silver and Gold certificate of service with pin badges across the week to recognise 3, 5, 7 years' service within the Special Constabulary.

There were planned Operations on each district across the weekend.

LANCASHIRE



The Chief Constable of Lancashire sent thank you letters to all volunteers. Special Constables had a stand at the Preston Military show and supported the Supercar event at Haughton Tower across the weekend. There were several policing operations that took place and Sergeant Midgely, Specials Force Lead, promoted the Specials via an on-line video on social media.

MERSEYSIDE

In advance of the weekend on Friday 24th May there was a large deployment of Specials in Liverpool to Operation Castle focussing on knife crime. The event was attended by the Chief Constable and was filmed for a dedicated Chiefs Vlog during Specials weekend. Granada reports also filmed (and featured on 31/5/19 at Granada News Breakfast)

Inspector Welch, Specials Force Lead, hosted a @WeCops twitter chat on Thursday 29th May. This encouraged discussion and debate about the Special Constabulary with the public and other police colleagues.

The officers deployed to many events across the weekend, and throughout Volunteers Week, as well as being deployed for extra shifts at both Liverpool Airport, and the City Centre, to support the Liverpool FC homecoming.

A Reward and Recognition evening for Specials and all Citizens in Policing and their employers took place in Liverpool University Certificates were awarded, as was the 'Special of the Year'. The Deputy Chief Constable, Head of Local Policing and Special Constabulary Chief Officer presided.

A full media plan was in place, and the Force's new recruitment video was launched shared on social media platforms. It can be viewed on You Tube via the below link:

youtube.com/watch?v=XI3HTgtz3IM&feature=youtu.be





The Special Constabulary Awards took place on Sunday, June 2, 2019 at Coed y Mwstwr Hotel, Bridgend. The event was organised and delivered entirely by the Special Constabulary including sourcing sponsorship.

45 officers from the Special Constabulary attended with their families and friends to receive Special recognition and were awarded for their contribution of hours and service and dedication to the Force.

Special Constables throughout England and Wales are expected to commit to a minimum of 16 hours of volunteer duties per month, which equates to 192 hours per year.

The contribution of many Special Constables in South Wales exceeds this requirement, volunteering an average of thirty eight hours per month. These awards recognise the contribution of officers who have completed over 300 hours, 500 hours and 1000 hours over the past year, and offered 7 Special Constabulary Chief Officer Commendations.

Chief Officer for the Special Constabulary Dr Dale Cartwright said: "I am so proud to be able to host these awards to formally recognise the commitment

and professionalism demonstrated by Special Constabulary officers.

"It is so important to thank officers who are highly valued by the Force, and who choose to contribute hundreds of hours each year for the benefit of their local communities. I would also thank their families and friends without whom such achievements would not have been possible."



"As a Special Constabulary, we are all incredibly proud of each other and our ability to support front line officers. Forty-five thousand hours were volunteered last year to help us do exactly that – on behalf of South Wales Police - thank you."

30 Special Constables were recognised for their contribution of over 300 duty hours, 18 Special Constables were recognised for their contribution of over 500 duty hours, and three Special Constables received specials awards for their contribution of over 1000 duty hours this year, that's 67 hours a month over the required hours. A list of the names can be found on the Awards programme.

Seven officers also received Special Constabulary Chief Officer Commendations:



SC Jordan Lee Chaplin passed by a person in distress and made the right calls for assistance, jointly saving a life. The person wasn't known to suffer from mental health issues, and his family thought he was out for a bike ride.



S/Sgt James Briggs trained as a standard response driver James was able to attend a G1 emergency incident in relation to a man reportedly harming himself. He attended the incident with SC Ffion Barry and SC Joe Hurley, both probationary SC's. First on scene, S/Sgt Briggs located the man struggling to breathe. He managed to release the man and called for an ambulance, whilst acting in a Tutorship capacity for his two probationary SC colleagues. The man was later conveyed to UHW and received treatment for underlying medical conditions.



Special Sergeant James Briggs and Special Constable Oliver Glover attending a burglary call S/Sgt Briggs and SC Glover a probationary SC came across a hit and run which had occurred just before their arrival. A 6 year old girl had fallen off her scooter in the road. S/Sgt Briggs was presented with a child with life threatening and horrendous injuries, but immediately co-ordinated an appropriate response by calling additional units, specialist resources and Ambulance whilst directing SC Glover to administer first aid to the injured child. S/Sgt Briggs remained on the scene after the child was conveyed to hospital in order to take witness statements and begin collecting evidence. The driver was later arrested and was later sentenced to 3 years in prison and disqualified from driving for five years.

Special Inspector Rob Lewis, Special Constables Joshua Lewis, Emily Worgan and Liam Williams on patrol on the Northern BCU SC van – the team of



SCs responded to reports of a women threatening to harm herself who they located in a parked car in a rural area. The woman was unconscious and officers provided first aid while an ambulance was called. Unfortunately, the ambulance service could not provide an immediate response and S/Inspector Lewis took the decision to blue light the woman to the nearest hospital. Due to the woman's serious and the location of the incident, the actions of this team of officers helped save her life.



Special Sergeant Andrew Suter on duty as part of the JRU unit in Neath Port Talbot, S/Sgt Suter attended reports of a man threatening to harm himself. S/Sgt Suter calmed the man who then proceeded into the kitchen offering to make S/Sgt Suter and the paramedic a cup of tea. S/Sgt Suter's quick thinking meant that he followed the man into the kitchen where he found him brandishing a knife. Without a thought for his own safety S/Sgt Suter was able to disarm the man and restrain him until back-up officers arrived.

Western BCU Joint Response Unit the Swansea and Neath Port Talbot JRU is an initiative that enables joint patrol of a special constable and paramedic which aims to reduce demand on both police and ambulance resources. Due to the incredible commitment of this team of Special Constables there has been a 20% reduction in demand in JRU patrols on Friday and Saturday evenings.

Having worked through a series of 'on-the-job' learning exercises and completing a portfolio of policing competencies, these awards also recognised the commitment that 14 officers have shown by achieving Independent Patrol Status.



On Saturday 1st June as part of National Specials weekend 19 Specials from across Warwickshire took part in Operation Beppo based on Corley northbound motorway services.

A total of 59 vehicles were pulled off the motorway by colleagues from OPU which resulted in 13 traffic offence reports, 2 tax issues, 8 HORT/1, 5 vehicle seizures and one vehicle being taken to a weighbridge that turned out to be 1.1 tonne over weight. Part of this operation also included a community engagement aspect where discussions were held regarding child car seats and the legal requirements surrounding who and when they are needed.

Support and guidance was on hand for the Special Constables from Rugby SNT, Warwickshire Police's vehicle examiner, OPU (cars and motorbikes), Fillongley Garage and PPT in standby at Nuneaton should any arrests be made. The support given to all the Specials was excellent as there were occasions when we came across issues that had not been faced before. It was an excellent learning opportunity and was enthusiastically undertaken by all the Specials in attendance. It was a blisteringly hot day to be stood outside in black uniform and

body armour but with Inspector Miles Bullock working really hard as a water carrier everyone was kept hydrated.

The Operation was a huge success, showing how Special Constables can run an operation with support, and it was great to see the seamless team work between the Regulars and the Specials.

Over the whole of National Specials weekend a total of 23 officers took part completing 267 hours. The

theme of National Specials Weekend this year was Employer Supported Policing (ESP) and of those officers who took part over the weekend 14 work for companies who have signed up for and support ESP.



Hampshire Constabulary played host to the 2019 Regional CiP Awards at their training HQ in Netley on the 9th of June 2019. It was an enjoyable day for all, topped off with Hampshire Constabulary Sax quartet accompanying the guests whilst they enjoyed the reception afterwards.

Special Constabulary Superintendent Russell Morrison welcomed the guests to Netley and introduced ACC Scott Chilton who opened the ceremony and presented awards to winners and runners up. There were seven award categories covering the Special Constabulary, Police Support Volunteers and Police Volunteer Cadets schemes.

South East Region Police Support Volunteer of the Year Winner **Steve O'Connell (Sussex)**

South East Region Police Support Volunteer of the Year Runner Up **Hilary Johnson (Surrey)**

South East Region Volunteer Police Cadet of the Year Winner **Rosie Currie-Rogers (Surrey)**

South East Region Volunteer Police Cadet of the Year Runner up **Emily John (Hampshire)**

South East Region Volunteer Cadet Leader of the Year Winner **Laura Woods (Surrey)**

South East Region Volunteer Cadet Leader of the Year Runner Up **Abi Biddulph (Hampshire)**

South East Region Special Constable of the Year Winner **Jennette Wherry (Hampshire)**

South East Region Special Constable of the Year Runner up **Alan Rankin-Thorn (Sussex)**

South East Region Police Support Volunteer Team of the Year Winner **Curdrige Community SpeedWatch (Hampshire)**

South East Region Police Support Volunteer Team of the Year Runner up **Community Events Team (Surrey)**

South East Region Volunteer Police Cadets Team of the Year Winner **Woking Unit (Surrey)**

South East Region Volunteer Police Cadets Team of the Year Runner up **New Forest Unit (Hampshire)**

South East Region Special Constabulary Team of the Year Winner **The Unarmed Aerial Vehicles (UAV) Team (Surrey)**

South East Region Special Constabulary Team of the Year Runner up **Country Watch Team (Hampshire)**

South East Region Special Constabulary Team of the Year Runner up **Special Constable Professional development Team (Sussex)**

The event was closed by Mr Michael Lane, PCC for Hampshire and the Isle of Wight, who told the volunteers how much they were appreciated and that their efforts were valued by all within policing.



STAFFORDSHIRE POLICE

As part of Specials Weekend Staffordshire Police celebrated the 240 Specials who give up their time to help us keep communities safe on a weekly basis.



Across Specials Weekend volunteers carried out road safety work focused on drink driving, aiming to reduce the number of deaths on Staffordshire's roads. Special Constables from the Rural and Wildlife team were engaged with local communities whilst other Specials helped response teams across the County.



Chief Superintendent Jeff Moore, Head of Neighbourhood and Partnerships said: "Our Special Constables give up their time voluntarily to make our communities safer on a daily basis and Staffordshire Police is extremely grateful for the excellent support. The numbers of hours they give us is invaluable. Our Specials are part of our team and we would continue to encourage anyone interested in policing or making a difference in the communities in Staffordshire to consider joining such an exciting and rewarding role."

A large number of our Specials were involved in road crime/road safety operations and one of the Specials joined Kent Specials over the weekend observing how their fast roads course was run.



Despite Specials Weekend 2019 falling on a peak holiday period Staffordshire Specials contributed a huge 826 hours to the event.

This year the focus was on Roads Policing and fell in line with Staffordshire Police's initiative 'Known as Operation Lightning'; the new collaborative approach will work to reduce the number of deaths and serious injuries on the roads of Staffordshire and to disrupt and deter criminals use of the road network.

During the Specials Weekend Staffordshire Specials reported 22 drivers for offences such as excess speed and no insurance. A total of 6 arrests were made by Special officers including 2 for Drink or Drug Drive.

They also seized 7 vehicles for no insurance or tax. A total of 41 vehicles were stopped and documents checked at total of 12 roadside check points throughout the weekend.

All this was in addition to the normal line of business duties such as Anti-social behaviour patrols, night time economy duties including licensing checks.

In a first for Staffordshire, this year's Specials Weekend also saw the Senior Leadership team arrange and conduct interviews for a cohort of new prospective Special Constables. This strategy is designed to alleviate the pressure from HR teams and ensure consistent recruitment throughout the year.



WEST YORKSHIRE POLICE

At the end of Volunteers Week West Yorkshire Police had a World Triathlon series in Leeds with 52 Specials, together with Cadets, supporting the event. This was the 4th year a Specials led operation worked the World Triathlon. T/DCC Russ Foster and Superintendent Jackie Marsh came to welcome the volunteers for the triathlon.



It was nice to bump into Jess Learmonth again on the day - 1 year apart 2018-2019





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